

neutral mindset

a consistent way of thinking that accepts that when something good or bad happens, it merely happens and is neither good nor bad.



Being “neutral” is a mindset; a choice. Most people know that a negative mindset can have consequences, but few leaders and employees appreciate the detrimental effects a positive mentality can similarly have on performance. In the midst of chaos or high-pressured situations, acting overly positive appears fake.

Shift into neutral instead. A neutral mindset is both about owning any mistakes that have been made and not letting them become more powerful than necessary. It is about focusing on the next objective. It's about not allowing your emotions to color your judgement. It's a concept most often discussed regarding conflict when a mediator tries to peace make without taking sides. This may feel difficult, even impossible at times when confronted with an emotional and frustrating situation or person– but it can be game-changing.

A good way to practice a neutral mindset in the workplace is to employ the concepts listed in Don Miguel Ruiz' The Four Agreements:

***Be impeccable with your word**
***Don't make assumptions**

***Don't take anything personally**
***Always do your best**

Be Impeccable With Your Word This one is simple: tell the truth. Speaking with integrity in business is a sure way to win friends and influence people. Say *only* what you mean, and you'll prove to your coworkers, associates, clients, and boss that you can be trusted.

Don't Take Anything Personally The first rule of business is that it's not personal. This is true of life as well. Whatever anyone else says or does is a reflection of their *own perception of the world, and has nothing to do with you personally*. In the book, Ruiz points out that thinking that what others do is because of you reveals our tendency to think the world revolves around us.

Don't Make Assumptions Good business is based on good information. To make an assumption in the workplace can be a grave mistake. When we make assumptions, we're unable to see things as they really are. We might be subconsciously wishing they were a certain way, or think we don't have time to find out the real facts. But in business and in life, it's better to know the real deal than to play a guessing game. Instead of assuming things, Ruiz suggests asking questions to learn about a situation. Questioning brings clarity, which in turn brings better relationships with people and better decision-making.

Always Do Your Best It seems obvious, but this agreement is key to living a happy life and having a successful career. *It's also essential for holding to the other three agreements*. It's easy to get down on your failures and to judge yourself (and others) for not meeting certain standards. But if you're always doing your best, you can always feel good about what you're doing, whether or not you achieve a certain goal.